

MODERN TRENDS IN DEVELOPING YOUTH LABOR CULTURE IN THE CONDITIONS OF THE NEW UZBEKISTAN**Kholmirezayeva Jumagul Khamdamovna**

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Abstract: Currently, improving the labor culture of young people is one of the important socio-economic and spiritual tasks in the development of New Uzbekistan. The article analyzes the concept of labor culture, its components and the stages of its formation in youth activities. The importance of internships, training, webinars and mentoring in increasing the professional and personal potential of young people is indicated. It is also noted that the use of innovative technologies and an approach based on national values are of great importance in the development of labor culture. As a result of the article, young people are formed as responsible, creative and competitive specialists.

Keywords: Youth, labor culture, development, professional potential, education, internship, training, mentoring, innovation, personnel, national values, responsibility

Introduction

Currently, at the stage of development of New Uzbekistan, the issue of developing the labor culture of youth is of particular importance. This is because modernization of the economy, training competitive personnel and achieving sustainable development depend on a conscious, responsible and creative attitude to labor. In the context of globalization and market relations, the professional activity of young people, their desire for honest labor, and a labor culture based on national values are important factors in implementing the strategic development goals of our country. Therefore, improving the labor culture of youth is one of the main directions of today's socio-economic and spiritual development. In this sense, we believe that it is important to consider the labor culture that serves to activate youth activities, its components, formation, and stages of development. What is labor culture?

Methods

The article uses the methods of analysis, comparative analysis, description, study of statistical data, combination of theory and practice, pedagogical observation, and use of scientific literature.

Results

The stages of the formation of labor culture in the activities of young people are important for their professional growth and success in various fields. These stages are often formed in the following order:

The first stage is called the initial period of education, during which young people receive labor knowledge. In higher educational institutions, they study professional knowledge, develop skills and instill in themselves the basics of labor etiquette, a sense of responsibility and accountability. “The ultimate result of all our current socio-political and spiritual-moral reforms is to educate today's generation as responsible and accountable for tomorrow, for the future of our country. Only then will the new Uzbekistan become a country inhabited by a people who are healthy in all respects, who will arouse the admiration of others with their strength, stature, and integrity”¹.

The second stage is called the “period of praxis”, where internships, practical training and participation in real projects are carried out to implement theory. During this time, young people master the relationships and etiquette of working life.

The third stage is called the “period of learning from superiors”, where useful advice and recommendations are received from less experienced specialists, managers or colleagues. At this stage, specialists can more easily master various aspects of work culture.

The fourth stage is called the “period of understanding work conditions”. Here, expediency, ensuring fairness in the profession and collective difficulties are studied. Young people form the ability to make decisions in various situations.

The fifth stage is called the “highest period of work”. In it, work experience strengthens work culture on a local and international scale. During this period, young people also perform refereeing tasks on labor standards, ethics and collective work.

The sixth stage is called the "period of self-improvement", where for further success and development it is important to constantly improve oneself, acquire new knowledge and pay attention to innovative methods. These, in turn, along with increasing the activity of young people and forming a work culture, in a certain sense represent the stages of development of work culture.

Discussions

Before explaining the concept of labor culture, let's dwell on the concept of culture. "Culture is the perfection of humanity through the high level of organization of the individual and the entire society in order to simultaneously contribute to the development of human morality, strength, and happiness"². If we proceed from the above definition, culture is certainly a broad concept, and at the same time, it is also, in a certain sense, interconnected with other concepts.

“Culture is a component of spirituality. Spirituality is a complex system that combines various components and forms. These components can include, in the most general sense, feelings, mood,

¹ Алиев Б. - Янги Узбекистонда фукаролик жамиятини ривожлантиришнинг ижтимоий-фалсафий асослари. – Oriental Renessans. – 2024 № 4 (21) Б. 14-15

² Тайлор Э.Б. Первобытная культура. М.: Изд. “Политической литературы”, 1989, С.36. (577)

spirituality, morality, faith, belief, knowledge, will, etc”³. Thus, culture, as a component of spirituality, represents a certain part or norm of a person’s worldview. This is a state that philosophers have been studying for a long time, characterizing a person and his actions. There are several types of culture, one of which is labor culture.

“Work culture is a highly developed level of work self-determination, work motivation, work orientation, work experience and skills of a specialist, associated with independence, freedom, creative activity, responsibility for the decision being made, respect for students, and the moral qualities and virtues necessary for organizing effective pedagogical activity”⁴. The formation and development of work culture are among the most urgent tasks for today. Before considering the issue of developing work culture, we will pay attention to its components, stages of formation and development.

Labor culture determines the broad ideological adaptation of a person in terms of social, ethical and cultural rules, values and norms in the implementation of a profession. The following can be said about its components.

A. Labor and social ethics: Ethical norms, obligations and rules of etiquette in labor relations. This justifies professional and personal ethics in work practice.

B. Labor knowledge and skills: The acquisition of knowledge, skills and qualifications required by a person to work effectively in his profession.

C. Labor innovation: The ability to develop and implement new methods and technologies, to systematically master and invent.

D. Social relations: Cooperation and communication in labor activities, teamwork, relations with social networks.

E. Labor potential: Measures of a worker or specialist to use their profession, reasons for increasing their efficiency, proposals or reasons necessary to achieve goals.

F. Work culture: Includes traditions, thinking, attitudes towards work, and other cultural elements in the work environment.

J. Work development: Preparation processes that promote growth in work, acquisition of new knowledge and skills, and strengthening of resumes.

H. Education and learning: Includes educational processes, trainings, seminars, and courses to acquire work information and skills. “Also ... the formation of innovative knowledge skills, while

³ Yuldasheva F.X. Ijtimoiy taraqqiyot va demokratiya kontekstida ma’naviyat. – ADU Ilmiy xabarnoma 2020 №1(45) B.14.

⁴ Jumayeva G.T. Maktab o'qituvchilarida mehnat madaniyatni rivojlantirishning pedagogik tizimini takomillashtirish: Pedagogika fanlari bo'yicha falsafa doktori (PhD) dissertatsiyasi . – Termiz., 2022. – B. 30

helping to create conditions for young people to fully realize their intellectual potential and take a worthy place in society, is also an important task of our social life”⁵.

Conclusion

Currently, the development of youth labor culture in New Uzbekistan is of great importance for the sustainable development of the country and the training of competitive personnel. The formation of labor culture serves the development of young people as responsible, honest and creatively active specialists. In this process, the effective use of knowledge, skills, practice, innovative technologies and national values is of primary importance. Mentoring, internships, training and webinars increase the professional and personal potential of young people, while motivation and social support strengthen their labor culture. As a result, young people are formed as professional personnel who make a significant contribution to the development of the country.

List of used literature:

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⁵ Қодиров А. Ёшларнинг инновацион фаоллигини оширишда маънавий тарбиянинг аҳамияти// Ёшларнинг ижтимоий фаоллигини оширишнинг долзарб вазифалари мавзусидаги республика илмий конференция материаллари. Тошкент. 2019 йил 26 апрель. Б.31